

27 October 1977

MEMORANDUM FOR: Acting Deputy Director of Central Intelligence

THROUGH : Acting Deputy Director for Administration

STATINTL FROM : [REDACTED]

The purpose of this memorandum is to request that I be promoted retroactive to 10 May 1976. My rationale in support of this request is as follows:

STATINTL On 10 May 1975, I was assigned to the position of Deputy Chief, [REDACTED] OC; a GS-16 position. At the time of my retirement on 31 December 1977, I will have served in that position for over 31 months.

STATINTL During August 1976, approximately 15 months after I was assigned as Deputy Chief, [REDACTED] several supergrade promotions were announced. Since this was the second announcement of promotions following my assignment to the GS-16 position, I requested and received career counseling from Mr. [REDACTED], Deputy Director, OC. Mr. [REDACTED] advised me that he and [REDACTED] were very pleased with my performance and that I, along with other deserving GS-15's, had been recommended for promotion. He explained that the DDA Career Panel considers and ranks all personnel so recommended and the Associate DDA determines how many personnel will be promoted. Mr. [REDACTED] opined that I should make it the next time around.

STATINTL In November 1976, several additional supergrade promotions were announced. Following this disappointment, I discussed my situation with Mr. [REDACTED]. He confirmed Mr. [REDACTED] views of my performance and explained that OC promotion headroom at the GS-16 grade level had been used to promote personnel serving in other Offices of the DDA. Mr. [REDACTED] stated that he had and would continue to do his best to correct this situation. (It is my understanding that eight, approximately one-half, of the GS-16 positions assigned to OC are currently being used to cover Personal Rank Assignments in other offices of the DDA.) Several days after my conversation with Mr. [REDACTED] I was advised by Mr. [REDACTED] I was number one on the promotion list. As you are aware, there were additional supergrade promotions in August 1977; no one in OC was promoted.

The above has been a matter of considerable personal concern since my discussion with Mr. [redacted] in November 1976. I worked over 27 years for the opportunity to serve in the position to which I was assigned in May 1975. I am satisfied that my performance as Deputy Chief, [redacted] was such that I had every reason to expect that I would be promoted. This is confirmed by Outstanding ratings on my 1976 and 1977 Fitness Reports. Unfortunately, for me, the promotion headroom associated with the position to which I was assigned had been used to offset the promotion of someone serving in a lesser graded position. I have been denied the salary commensurate with the job to which I have been assigned and my retirement annuity will be approximately \$150.00 less per month than it would have otherwise been.

I am aware that the Director has statutory authority for the administration of personnel policy within the Agency, and that he is not obligated to follow Civil Service guidelines, nor am I suggesting that he should do so. It is significant, however, that the situation I have described could not have happened elsewhere in government, including other organizations that are also exempt from Civil Service regulations.

I would add only that this memorandum is not intended as a criticism of any individual or of DDA management. I do believe, however, that I have been treated unfairly with regard to promotion, and respectfully request your personal consideration of this request. In doing so I ask that you consider that (1) I was assigned to a GS-16 position for a period of over 31 months, (2) that my performance as Deputy Chief, [redacted] was rated Outstanding, and (3) had the existing PRA situation not been allowed to extend beyond reasonable time limits I would have been promoted no later than mid-1976.

[redacted] STATINTL

cc - Mr. [redacted]
Mr. [redacted]